

Summer 2023 Newsletter

Resources for Leading, Learning, and Connecting as a Family Enterprise



Integrating New Family Members

"Money Conversations with a Future Spouse"

By Fredda H. Brown, Rebecca Meyer, & Bryn Monahan

"For most people, talking about money doesn't come easily... yet transparency and good communication about a range of topics related to work and money – values, habits, and expectations – are important characteristics of a healthy relationship."

The concept of money or wealth is a loaded topic, embodying not just dollar amounts but also one's values and beliefs around work, spending, giving, and saving. It often feels awkward and overwhelming to start a conversation about these topics with a future spouse, and can be even more uncomfortable when one person has more financial resources than the other. One way to approach these conversations is to talk through a few important questions together. To learn more about how to approach these conversations thoughtfully, check out the article below.

[Read the Article](#)

Love and Power

"Systems Thinking: A Practical Lens for Understanding Enterprising Families"

By Rebecca Meyer



"Examining your own narrative can help you avoid getting drawn into a family's emotional ping pong and... help you serve your client without further complicating the challenge at hand."

As a member of the faculty of the UHNW Institute, Rebecca Meyer was recently on a panel for a Masterclass in "Family Power Dynamics" for advisors. Here are some highlights of what Rebecca and her co-panelists shared:

- Love and power coexist in families. Managing these two forces is an important task for families who share assets. While families have a natural hierarchy that defines how power is distributed, collaboration is essential for sustainability. Most fundamentally, however, families thrive when love and connection are in the forefront.
- Family advisors have a substantial impact on the family system. Advisors are often most comfortable focusing on the technical expertise they bring to families. Another essential skill set for advisors is the ability to understand family power dynamics and navigate them for the long-term benefit of the family.
- Two key elements of this skill set are the ability to acknowledge the truth of each family member's experience and being a champion of clearly defined decision-making processes.

To learn more about how to skillfully navigate family systems and manage power dynamics, check out this article from Trust & Estates Magazine.

[Learn More](#)



Women in Leadership

Family Business Magazine "Transformational Women in Family Business" Conference 2023

By Carolyn Greenspon

"Women can increase their ability to use their voices to contribute to their family enterprises in meaningful and rewarding ways."

As part of Relative Solutions sponsorship of the Family Business Magazine's "Transformation Women in Family Business" conference in Denver at the beginning of June, Carolyn Greenspon facilitated a session entitled "Leadership, Self-Confidence, and Self-Awareness." A few take-aways to share:

- Exploration of self is an essential ingredient in the development of leadership.
- Many women in leadership can experience *imposter syndrome*. Be aware of the negative thoughts and come up with a plan to manage them.
- Use mentors throughout your career. They are there to give you honest feedback, help you learn, and self-reflect.
- Try to define your own personal leadership style. How would others describe the way you manage? This is foundational for you to then be aware of your strengths and obstacles as a leader.
- Some of the characteristics of successful female leaders include more of an advisory approach (coach rather than manage) and a transparent and authentic communication style.

Following is a related article Carolyn wrote entitled "Find Your Strategic Voice" with additional insights into these concepts.

[Read the Article](#)

Expand Your Thinking and Connect With Peers in Person

SEFOF 2023 - "Defining Your North Star: Mapping and Navigating the Future"

September 27-29, 2023, Atlanta, GA



"Few issues are of greater importance than perpetuating a family's values, heritage, philanthropic activities, wealth, and inter-generational relationships... but success requires thoughtful proactive planning. The purpose of the Southeastern Family Office Forum (the "Forum") is to create a peer-to-peer educational and networking opportunity in a safe, academic environment for families of significant wealth."

We know that families find a lot of value in learning from and networking with peers. Our clients have found that the South Eastern Family Office Forum (SEFOF) is an intimate conference for both formal and informal learning that is made BY and FOR family members and executives. Once again, Relative Solutions is an Educational Partner for SEFOF 2023 and we are excited for this year's program, which will run September 27-29 in Atlanta, GA. Rebecca Meyer, Bryn Monahan, and Jillian Wagenheim look forward to seeing you there. To learn more, click below:

[Learn More](#)



Relative Solutions guides families who share assets through the difficult questions that emerge from the shared risks and opportunities that impact their lives together. We provide a structured space that is neutral, objective, and conflict-free, so a family's best thinking can emerge to solve their most pressing challenges. Leveraging our proven process, families get the sense that change is possible, and are able to embrace tailored, practical solutions that have a substantive and lasting impact.



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